

**DULUTH & WISCONSIN**  
**SOUTHERN 1/3rd of ST. LOUIS, AITKEN, CARLTON, LAKE, AND COOK COUNTIES IN MN,**  
**AND IN WISCONSIN, ASHLAND, BAYFIELD, DOUGLAS, AND IRON COUNTIES**  
**RESIDENTIAL**  
**JOURNEYMEN HIRED BEFORE MAY 1, 2007**  
**SHEET METAL WORKERS LOCAL UNION NO. 10 WAGE SHEET**

**EFFECTIVE MAY 1, 2018 - APRIL 30, 2019**

**Residential Journeymen and Apprentices hired BEFORE May 1, 2007**

	PAY-CHECK	LOCAL AFTER TAXABLE BASE		TAXABLE BASE <sup>(a)</sup>	LOCAL BEFORE TAXABLE BASE					NATIONAL BEFORE TAXABLE BASE				TOTAL PACKAGE	TOTAL REMIT TO				
		VAC	ORGANIZING		SUPP PENSION	LOCAL PENSION	HEALTH FUND	APPR FUND	INDUST FUND(S)	DRUG TESTING	NATL PENSION	ITI & NEMI	SCHLR & SMOHI		SASMI <sup>(b)</sup>	LOCAL CNTRL BD	NAT'L BENE FND		
<b>Residential Journeyman</b>					<b>Family Plan A</b>														
Journeyman	23.60	1.50	0.45	25.55	\$2.79	\$0.37	\$9.91	\$0.38	\$0.19	\$0.03	\$1.84	\$0.15	\$0.02	\$1.21	\$42.44	\$15.62	\$3.22		
<b>Residential Journeyman</b>					<b>Single Plan A</b>														
Journeyman	25.10	1.50	0.45	27.05	2.79	0.37	8.41	0.38	0.19	0.03	1.84	0.15	0.02	\$1.21	42.44	\$14.12	\$3.22		
<b>Residential Journeyman</b>					<b>Family Plan B</b>														
Journeyman	25.87	1.50	0.45	27.82	2.79	0.37	7.64	0.38	0.19	0.03	1.84	0.15	0.02	\$1.21	42.44	\$13.35	\$3.22		
<b>Residential Journeyman</b>					<b>Single Plan B</b>														
Journeyman	30.18	1.50	0.45	32.13	2.79	0.37	3.33	0.38	0.19	0.03	1.84	0.15	0.02	\$1.21	42.44	\$9.04	\$3.22		
<b>Res. Journeyman working on Light Commercial Service Work</b>					<b>Family Plan A</b>														
Journeyman	31.22	1.50	0.45	33.17	3.09	0.37	9.91	0.38	0.19	0.03	1.84	0.15	0.02	\$1.45	50.60	\$15.92	\$3.46		
<b>Res. Journeyman working on Light Commercial Service Work</b>					<b>Single Plan A</b>														
Journeyman	32.72	1.50	0.45	34.67	3.09	0.37	8.41	0.38	0.19	0.03	1.84	0.15	0.02	\$1.45	50.60	\$14.42	\$3.46		
<b>Res. Journeyman working on Light Commercial Service Work</b>					<b>Family Plan B</b>														
Journeyman	33.49	1.50	0.45	35.44	3.09	0.37	7.64	0.38	0.19	0.03	1.84	0.15	0.02	\$1.45	50.60	\$13.65	\$3.46		
<b>Res. Journeyman working on Light Commercial Service Work</b>					<b>Single Plan B</b>														
Journeyman	37.80	1.50	0.45	39.75	3.09	0.37	3.33	0.38	0.19	0.03	1.84	0.15	0.02	\$1.45	50.60	\$9.34	\$3.46		

**401(k) Elective Deferral:** <sup>(a)</sup> This contract allows for a 401(k) elective deferral of compensation to the Supplemental Retirement Fund by an employee for most classifications that have an employer contribution to the Fund.

<sup>(b)</sup> All SASMI hours are paid at the straight time rate (including overtime), but remember 184 hour monthly cap on all Fringes except National Pension.

The current IRS mileage rate is \$.545 per mile as of May 1, 2018.

There will be a Total Package increase of \$1.50 on May 1, 2019. Allocation of fringes will be made at that time.

Contract expires May 3, 2020